

Inclusive Leadership for Gender Equality Course – Junior Faculty

Building up a research group comes with a bundle of challenges junior faculty usually have not been trained for. At this critical point of their career, starting group leaders have the opportunity to make the right moves: building a diverse group by selecting the right people and creating a stimulating environment that fosters creativity and helps everybody to be at their best. Being at the start also offers the opportunity to establish a culture of inclusiveness and Gender Equality.

In this interactive course, we will teach practical leadership and management tools that can be applied immediately.

The course is strictly geared to the academic research environment.

Working Style

- As our training philosophy is based on 'learning by doing', we strive for a highly inclusive and interactive learning environment in which participants actively engage in discussions and exercises
- We will balance teaching and practical exercises in pairs or small groups
- Participants will benefit from mutual feedback as well as from the feedback of the course facilitators.
- Case studies will support application and implementation of the course learnings
- Materials produced during the workshop will be made available to participants

Testimonials from our workshops for Junior Faculty

“This course has been transformational in my journey as a leader and physician-scientist.”

“We got very useful tools, met colleagues who share similar experiences/problems, built a network and I learnt a lot about myself.”

“Loved the tools I gained, encouraged me to look at myself and my interaction with others.”

“Above expectations, very rich in material and thoughts.”

“Very valuable course to think and learn about leadership with concrete, tangible concepts that I can set into practice.”

Course Programme

Inclusive Leadership for Gender Equality – Junior Faculty at UNIL			
Time Frame	Day 1	Day 2	Day 3
9:00	Theme 1 Setting the Frame	Theme 4 Listening	Theme 7 Recruitment
	Welcome & Getting Together	Introduction to Listening	Challenges and Best Practises
	Course Objectives, Time Schedule, Rules and Roles	Active Listening	Competence Based Structured Interview
	Expectations/Contracting	Emotional Intelligence	Diversity and Fairness in The Recruitment Process
Coffee break at 10:30	Frame Setting as a Tool	Theme 5 Management Tools	Theme 8 Building an Inclusive Group Culture
Lunch at 13:00	Theme 2 EDI Basics	Time Management	Giving Feedback
Coffee break at 15:30	Understanding EDI Terminology	Setting Good Goals	Facilitating Inclusive Discussions
	Mitigating Unconscious Biases	Delegation	Enabling Motivation and Self-Motivation
	Theme 3 Key Communication Skills	Theme 6 Appreciative Confrontation	Understanding Group Dynamics
	Inner Attitudes	Understanding and Deescalating Conflicts	Theme 9 Closing
		Addressing Conflicts Effectively	
17:00	Eye-level Communication	Assertiveness	Action Plan & Closing

Please note that:

- Topics are built one on top of the others and all the themes are interconnected.
- The order of themes is illustrative and may change during the course depending on the group needs.
- Trainers will monitor participants' needs all along the course and tailor the themes' order and speed accordingly.
- Participants need to attend all the sessions from day 1 to day 3.